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To: "William Gibbons (wgibbons)" <wgibbons@memphis.edu>  
Date: 12/21/2017 1:56:09 PM  
Subject: DRAFT roundup for meeting with Rallings/Crowe

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Bill, please review. Once you are good with it, I'll email out to everyone.

Thank you for taking the time to meet with us regarding the establishment of new 2018 milestones for the OSC-3 plan. My notes reflect the following from our conversation:

Objective A3: Community policing to improve police-citizen relations

1. We are removing the two items at the top relating to an interim evaluation by the PSI.
2. Participation in the Citizen s and Clergy Academies will hold steady for 2018. You noted that 160 individuals graduated from the Citizens Academy and 70 from the Clergy Academy this year. Major Sandra Green is the contact person for these academies.
3. Sgt. Craig Little (sp?) is the contact person for MPD s youth-focused activities, including PAL. MPD does aim to increase youth participation in these various enterprises. Previous notes indicated that MPD has a goal of reaching 7,000 youth over three years (2017-2019).
4. We will continue to measure Crimestoppers productive contacts as a metric for success on improving citizen-police relations.

Objective B1: Staffing

1. 80 officers are scheduled to graduate the academy in January 2018.
2. A new class of officer cadets will begin in March, with a goal of graduating another 80 officers in August 2018.
3. A new class of PST cadets will begin in July, with the plan of graduating 70 PSTs by December 2018.
4. A new class of officer cadets will begin in August 2018 with a planned graduation in February 2019 (same number anticipated to graduate).
5. The zero-based staffing assessment will be completed by August 2018.
6. Metrics will be:
  - a. At least 85 PSTs on duty by December 2018.
  - b. At least xxx commissioned officers by December 2018 (you were going to get back to us with that number).

Objective B2: Technology and data-driven, proactive policing

1. Dr. Madden is working with Max Helms to determine an objective and appropriate metric to measure success on data-driven and proactive policing. Currently, we are measuring arrests for weapons law violations and felony drug violations.
2. TRAC 2 will begin in January 2018. This represents a ramped up weekly meeting with accountability for results.

Objective B3: Enhanced law enforcement training

1. We discussed language and considered the term continuing education rather than survey.
2. Tom Henderson is starting at the academy in mid-January. Bill is going to reach out to Tom per okay from Major Crowe to discuss possible integration of the core questions into actual in-service training. Tom will be conducting training for 40 weeks, one time a week. We discussed identifying the best metric for this stated objective by January 2018.
3. We also discussed looking to complaints to the MPD as a possible metric for this objective. There was a recent presentation outlining the complaints about the police and the possible metric would be to achieve a reduction in annual complaints within specific categories, to be determined.
4. Regardless, any metric for this objective must be approved by the mayor, the director, and the city attorney.

Objective B4: Enhanced intelligence and data-gathering to reduce gang violence

1. We are not going to split the MGU and Gang Response Team as separate items. The milestone will relate to increasing the staff of the MGU by at least 23 (for a total of 45). This represents the following: Current-22, 15 new from SCSO (date expected tbd), 8 new from MPD (date expected July 2018). We will confirm this number from SCSO when we meet with Dep. Chief Bonner.
2. Director Rallings approved the idea of surveying MPD officers who work in precincts where gang injunctions are in effect to determine their knowledge of the gang members subject to the injunction.
3. We will continue to monitor the number of nuisance and gang enforcement actions without specifically measuring increases in these numbers. We are using the term as data warrants as the guide for this metric.
4. We will also measure the number of arrests by individuals who have been enjoined pursuant to these injunctions, looking for a reduction. There was some discussion about alerts if an enjoined person does get arrested. Per Lt. Darren Goods of the MGU, his officers give warnings to those who are hanging around the enjoined gang members. The arrest alert relating to enjoined individuals goes to the MGU and Colin Campbell gets an alert on an individual basis, not on a consistent basis. This needs further exploration to determine the best methods of gathering and tracking this data for measurement.
5. We will measure the crime rates in the areas served by the safety zones to determine if crime is coming down there but will also need to measure surrounding areas.

Objective B5: Gang violence intervention initiative

1. The discussion in B4 relates to this as well. This is scheduled to begin implementation in January 2018. The milestones set forth for this item were not modified. They include holding a first call-in in February 2018 and another(s) by May 2018.
2. None of the metrics for this objective have changed from those employed in 2017.

Please correct any errors in fact or understanding and provide any additional comments we need to memorialize. Thank you.

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